



Planning Strategically: Civil Rights in Washington State

By Vicki Rummig, ICSEW Chair

On December 1-3, 2004, I had the pleasure of attending a conference sponsored by the Washington State Human Rights Commission (HRC) and the Office of the Governor. The conference was titled, "Planning Strategically: Civil Rights in Washington State."



Marc Brenman, Executive Director, Human Rights Commission

I want to start by recognizing Mr. Marc Brenman, Executive Director of the HRC, for having the foresight to bring this diverse group together for a very new purpose. I admire and appreciate his willingness to step out on a very thin limb to improve the rights of all Washington State citizens.

While there were opening speeches and keynote addresses, the heart of the conference was the work. The goal was to have a diverse group of Washington State interests work together to develop a strategic plan that the civil rights community within our state could work toward implementing.

This diverse group included state and federal employees, military, the Washington Bar Association, activists from many interest groups, and more. Personally, this was the first conference I have attended that I was actually asked to work, let alone with non-state employees!



J. Rene Collier, Commissioner

For 3 days the big group broke out to discuss what we can do to advance civil rights in the areas of employment, housing, education, public accommodation, and emerging issues.

Each group was asked to work on a vision, goals, and short-term strategies we, as a collective group, could work toward.

Most groups had a difficult time envisioning goals and strategies that were not specifically owned by one entity. Mr. Brenman explained that the

strategic plan was for the civil rights community within our state as a whole. I thought of this as a grass roots movement. Others commented that it would be a road map organizations could choose to follow.

Any way you look at it, no progress can happen if no one takes that leap to begin working.

I worked on the employment group—a very appropriate topic for the *InterAct*. While many specific short-term strategies were discussed both within our education group and the other groups, certain strategies came out over and over again.

While there was much talk regarding specific protected (and non-protected) groups at the conference, the final presentation leaned toward goals and strategies that all groups would benefit from regardless of race, ethnicity, age, gender, religion, sexual orientation, and mental or physical handicap. No group was singled out or left out. At the end of the conference, there was a



Governor Gary Locke

high-energy buzz to not leave the room without commitment for action and future meetings.

I want to end by sharing the top three things I learned:

1. There are many groups and resources available to educate, investigate, and act on civil rights complaints. Within state government, the Civil Rights Commission is the place to start.
2. Diversity goes beyond skin color, age, and gender.
3. The need to explore and educate on civil rights still exists. While the Civil Rights Movement of the 1960s made great strides in gaining civil rights for all, we still have a long way to go.

*--Photos courtesy of Tim Reynolds,
Washington State Human Rights
Commission*

Update From the Chair



By Vicki Rummig, ICSEW Chair

I have just come back from the best ICSEW Executive Board meeting ever. You will be seeing some of the items we discussed in the future, but for now, here is a sneak peek.

On the administrative front, we will have a new policy published regarding the use of the ICSEW name outside of our immediate organization. This policy will open the door for agencies or other groups to form ICSEW chapters or otherwise capitalize on our name.

We also discussed the need for a new logo. Look for more information on a logo design contest to come out in February 2005.

We are planning an internal discussion in January 2005 to look at the purpose and need of the ICSEW. We also talked about meeting with the new Governor to talk about the purpose of the ICSEW.

Kim Starkey (Department of Information Services), Historian, continues to work toward establishing a catalogued ICSEW library of historical information. Please feel free to contact Kim at 360-902-3187 or kims@dis.wa.gov if you have historical information that may be of value to the ICSEW.

Lonnie Peterson (Department of Health), Communications Committee Chair, was happy to report that she is

receiving more articles for the *InterAct* than she has room to print. She also announced that Marilyn Hanna (Department of Health) has been chosen as the second ICSEW Web Site Developer. Welcome Marilyn!

The Take Our Daughters and Sons to Work Day (TODSTWD) Committee, chaired by Misty Ross (DSHS), hosted a TODSTWD coordinator's meeting to brainstorm ideas for the year. The group agreed to host the Washington State event after WASL testing or on Thursday, May 19, 2005. Visit our survey at <http://icsew.wa.gov/TODSTWD.htm> to indicate your preference.

The Promotional and Career Opportunities Committee (PCOC), chaired by Joanne McDaniel (Department of Labor and Industries), and the Health and Wellness Committee, chaired by Jan Ward Olmstead (Health Care Authority), will be conducting a survey to gather information on what issues related to career and health are important to you.

And finally, the Conference Committee, chaired by Melissa Beard (Washington Traffic Safety Commission), is planning the 2006 ICSEW Conference--the ICSEW's largest biennial event. They are currently looking for a site to hold the conference. Once a location has been chosen, the committee will secure a date. The final step will be to choose a conference theme. We hope that the Governor's vision for the ICSEW will help set the theme for the conference.

ICSEW Event Information

January 20, 2005 - "How to Give Great Customer Service and Love Your Job" by Ms. Sandra Smith. Cost is \$99. Training class held at the General Administration building in Olympia, Washington. For more information go to <http://www.icsew.wa.gov/training/20050120job.pdf>.

January 25, 2005 - "Security Essentials in the Workplace, Staying Safe, Staying Sane" by Ms. Kathy Bote'. Cost is \$99.

February 11, 2005 - "How to Do Your Job Well and Manage Life's Challenges" by Ms. Sandra Smith. Cost is \$99. Training class held at the Office of the Attorney General in Lacey, Washington.

February 23, 2005 - "How to Give Great Customer Service and Love Your Job" by Ms. Sandra Smith. Cost is \$99. Training class held at the Department of General Administration Conference Center in Sedro Woolley, Washington. To register, contact Vicki Meyer at 360-725-7263 or vickim@oic.wa.gov.

Chair

Vicki Rummig

Office of Financial Management
vicki.rummig@ofm.wa.gov

Vice Chair

Dianna Gifford

Department of Natural Resources
dianna.gifford@wadnr.wa.gov

Executive Secretary

Janice Flaherty

Office of the Attorney General
janicef@atg.wa.gov

Historian

Kim Starkey

Department of Information Services
kims@dis.wa.gov

Treasurer

Sandy Robertson

Department of Corrections
skrobertson@doc1.wa.gov

Communications

Lonnie Peterson

Department of Health
lonnie.peterson@doh.wa.gov

Conference

Melissa Beard

Washington Traffic Safety Commission
mbeard@wtsc.wa.gov

Education

Vicki Meyer

Office of the Insurance Commissioner
vickim@oic.wa.gov

Health and Wellness

Jan Ward Olmstead

Health Care Authority
jolm107@hca.wa.gov

Membership

Gina Maynard

Washington State Lottery
gmaynard@walottery.com

Personnel Service Reform

Connie Riker

Office of the Attorney General
connier@atg.wa.gov

Promotional and Career Opportunities

Joanne McDaniel

Department of Labor and Industries
mdan235@lni.wa.gov

Take Our Daughters and Sons to

Work Day

Misty Ross

Department of Social and Health Services
rossma1@dshs.wa.gov

Breastfeeding Options at Work

By Julie Sjolholm

I chose to nurse my son. I was able to do so until he was 9 months old, while balancing a full-time job. I am very proud of it and I would like to share my positive experience with you.

A few years ago at the Washington State Gambling Commission, three expecting mothers (including myself) all had very similar due dates. So naturally, when we all returned to work, we were faced with big questions like, "Should I pump at work? Where will I be able to pump that's private? Will my employer be supportive?"

Luckily for the three of us our supervisor was incredibly supportive, even though having three nursing mothers in the same unit was challenging at times.

The Washington State Gambling Commission has a wellness room that we used multiple times a day. And when our schedules collided, our supervisor would graciously close her blinds, step out of her office, and offer it to us as a private pumping room.

My supervisor also allowed me to adjust my work schedule to allow time for me to get to and from the child care center so I could nurse on my lunch break.

All of us were able to offer our employer positive attributes in return, such as taking less leave time due to a sick infant. Breastfed babies are less likely to develop diarrhea, ear infections, and respiratory illnesses because of the immune factors in our milk.

If you are thinking about returning

to work and want to continue nursing your child, here are some pointers on how to make that transition smooth and successful:

- Inform your supervisor and/or human resources manager of your plans for when you return to work.
- Practice pumping before returning to work.
- Ask your employer if there is a clean, private, comfortable area available where you can pump.
- If you are working an 8 hour day, you should pump at least 3 times during your shift.
- According to the Occupational Safety and Health Administration, breastmilk is not a body fluid that requires storage in a separate refrigerator. However, you may want to store your milk in a discrete bag in your work refrigerator before transporting it home. Breastmilk can be stored up to 48 hours in the refrigerator or in the back of your freezer for up to 3 months.
- Wear two-piece outfits for comfort. Since some mothers find that their milk will leak while at work, try wearing nursing pads or patterned clothing.

If you have any questions about breastfeeding, contact the La Leche League at 1-800-LALECHE or visit their Web site at www.lalecheleague.org.

ICSEW Cell Phone Drive



Put Your Old Cell Phones to Good Use to Help Save Lives

The ICSEW coordinates an ongoing "recycle your cell phone, rechargeable batteries, and cords drive." Cell phones are reprogrammed by Verizon Wireless to dial 9-1-1 and donated to the Washington State Domestic Violence Coalition.

Your old cell phones with the batteries and cords can be sent to Jan Ward Olmstead (Health Care Authority) at mailstop 42721, or delivered to the Health Care Authority's front desk at 676 Woodland Square Loop SE, Lacey, Washington. If you would like a receipt for tax purposes, send a note along with your donation and one will be sent to you.

If we can help save even one life it is all worthwhile!

Contact Jan Ward Olmstead at (360) 923-2803 or jolm107@hca.wa.gov.

Alternatives to the Hysterectomy--What You Should Know

By Sandy Machado

About 200,000 hysterectomies are performed in this country each year and according to the National Center for Health Statistics, 38.7 percent (77,400) are due to fibroid tumors.

However, the majority of the women who have had this procedure were not told about an alternative to treat severe symptoms of fibroid tumors. This procedure is called uterine artery embolization (UAE).

UAE is a minimally-invasive procedure that is performed using local anesthesia. It involves a small incision in the right groin where a catheter is inserted to the femoral artery and then guided into the uterine artery.

At this point an embolizing agent is inserted into the artery blocking blood supply to the fibroids, which results in

the shrinkage of the fibroids. Patients are usually released from the hospital the same day and the average recovery time is about 11 days, as opposed to recovery from a hysterectomy which is about 6 weeks.

UAE is performed by specialists called interventional radiologists, not gynecologists who are the ones that perform hysterectomies. This is speculated to be one reason many gynecologists do not mention UAE to women as an alternative. The average hysterectomy brings an approximate fee of \$2000 per procedure to the gynecologist who performs it.

Of course UAE would not be the right answer for everyone suffering from severe fibroid symptoms and not all women suffering from these symptoms are eligible for the procedure. It

is also not a risk-free procedure, however, statistically the risk of complications is lower than with a hysterectomy, which is already considered a very low-risk procedure.

Women facing this issue should talk to their physicians about what is right for them. But women should be given all the options available for consideration, including UAE, before the final decision is made.

To find out more about UAE and other methods of treatment for fibroid tumors, do a search of "fibroids" on the Internet. This will bring up lists of many Web sites such as www.wobgyn.net, www.fibroidcorner.com, and www.nuff.org.

Spotlight Article

ICSEW Personnel Service Reform Act Committee

By Paula Ditton Henzel

New to the ICSEW this year is the Personnel System Reform Act Committee (PSRA), chaired by Connie Riker (Office of the Attorney General). The committee was established to help ICSEW members and other state employees navigate the changes coming with the implementation of the PSRA.

The PSRA was passed by the 2002 Washington State Legislature and signed by Governor Gary Locke. The legislation will impact several major segments of the personnel system including civil service rules, competitive contracting, and collective bargaining. It also involves the development and implementation of a new

personnel and payroll computer system--the Human Resource Management System (HRMS).

The committee hopes to educate members and other state employees about PSRA with newsletter articles, the ICSEW Web site, and trainings. PSRA Committee members also hope to provide feedback to the Governor and the Department of Personnel on the proposed changes.

One of the most important goals of the committee over the next year is to dispel some of the myths and rumors regarding the PSRA. The committee hopes to help ICSEW members and other state employees feel more secure about the coming changes.

Turning Personal Vision into Action

By Kindra Benavidez

In the last edition of the *InterAct* we explored the topic of Personal Vision--the importance of having one and how to develop it. Now that you've identified your personal vision, it's time to put together an action plan.

Why do I need an action plan?

Your vision is a destination; the action plan is how you arrive at it. It's similar to taking a trip--you first decide where you want to go and then figure how to get there. The action plan is the means by which you get there.

What is included in an action plan?

An action plan consists of specific steps (or actions) that you will take to make your vision a reality. A good action plan is *concrete, realistic, and includes timeframes*. The actions are things YOU will do to achieve your vision, not things you just hope will happen.

For example, consider the vision statement, "I want to feel self-confident during a job interview." You may or may not have an interview coming up in the near future. However, you can build and execute a plan to be more confident during an interview when the time comes.

Your plan could include the following tangible actions and timelines:

1. By February 1, 2005 I will identify and study three resources for improving my interviewing skills.
2. By March 15, 2005 I will talk to four colleagues about how they prepare for job interviews.
3. Once per week in April 2005 I will find two colleagues who will conduct mock interviews with me and give me feedback on the level of self-confidence I display.

Write it down!

Studies show that people who write down their goals are more likely to achieve them. You don't have to publish your vision or action plan for all to see. Simply write them down and put them where you will see and work on them regularly. Doing so will keep them at the forefront of your mind and encourage you to follow through with the action plan.

Don't have the time or energy?

Remember, you can't achieve what you can't visualize. It doesn't take *more* effort, just *focused* effort. Eleanor Roosevelt stated, "It takes as much energy to wish as it does to plan." Don't let things happen--make them happen!

Women Leaders in State Government

Sarah Rich, OSPI

By Jennifer Fischer

Sarah Rich is a woman whose leadership has made her a wonderful person to work with, as well as a strong force for positive change in the workplace. Her smile is quick to her face and is always in her voice. Sarah serves as coordinator of the Washington Reading Corps (WRC) at the Office of the Superintendent of Public Instruction (OSPI).

The WRC is a reading initiative that began in 1998 to assist elementary students to raise academic achievement across Washington State. Research-based tutoring of struggling readers and effective collaborations work to create a program that has made an impact on the lives of 75,000 students.

The compassionate leadership style Sarah possesses has made her a successful catalyst for positive social



change with the WRC since its inception in 1998, as well as a friend to her colleagues. She has served in many different capacities within the program, beginning as an executive fellow with the Office of the Governor.

After her appointment in the Governor's office, Sarah began working in Federal Way, Washington as an AmeriCorps program director. Before coming to OSPI, Sarah was the program coordinator for the Washington Service Corps, a division of the Department of Employment Security.

A Bachelor of Arts degree in Anthropology and Archaeology from Brown University in Rhode Island and a Master of Public Administration

from The Evergreen

State College prepared Sarah for a career in public service. A strong desire to serve people and make a positive impact on society led Sarah to her choice of degrees and career. Working as the WRC Coordinator is an excellent outlet for Sarah's zeal in contributing to her community by being part of a program that directly affects the future of Washington via elementary school readers.

Sarah possesses a strong commitment and personal dedication to the WRC program that enhances her ability to be sensitive to the needs of school and district staff, as well as the many partners that make the WRC function, to build the most effective model for making an impact on student's lives.

Sarah strongly believes that the most important aspect of the WRC program is its ability to facilitate meaningful volunteer opportunities to improve academic achievement. Community members, such as retirees, who do not currently have children in the local school system, participate in the program by tutoring or providing other valuable skills to schools. Both the tutor and the tutee benefit from the tutoring program creating a stronger, more vibrant community.

When Sarah isn't at work she is spending time with her family. Her husband, David, who is a student in addition to his job, shares the responsibility of raising their two children, Eleanor, 4, and Phillip, almost 2.



Washington Among Best States for Women

Washington was named the fourth best state for women, according to a report (http://www.iwpr.org/States2004/SWS2004/best_worst.htm) released by the Institute for Women's Policy Research. The report compared all states and ranked them in five categories: political participation, employment and earning, social and economic autonomy, reproductive rights, and health and well-being. Many United States women are seeing important changes in their lives and access to political, economic, and social rights, according to the report. The study found, however, that not all women enjoy access to the country's political and economic resources, nor are they sharing equally in the fruits of progress.

--Submitted by Carolyn Benard, Department of Employment Security

Dinner's Done

By Lori Nesmith

Have you ever wished someone else would come and do your cooking after a long day of hard work? As a working parent, I am constantly looking for ways to make my life easier. About a year ago I discovered a meal preparation company where you spend a few hours preparing meals to take home.

There are several in Western Washington. We started out at Month of Meals in Redmond, Washington and soon discovered a similar company in Olympia, Washington called Dinner's Done. Month of Meals no longer requires cooking preparation from participants.

You pay a preparation fee and wholesale cost of ingredients and packaging. There are 2 week and 4 week plans and you can order portions for 1 or up to 5 people. There are 15 menu items to choose from and you pick them up on a designated date. Costs range from \$90 for 15, 1-portion meals to \$350 for 30, 5-portion meals.

Just for fun, I went to the Month of Meals' Web site at www.monthofmeals.com and ordered a menu of 30 meals for 3 people. My grand total came to \$430 and that included a \$25 first-time user savings. Not too bad for

a bit of up front expenditure.

Dinner's Done operates on a different principle. You schedule a 2 hour session and prepare your own meals that you take home and freeze. To say you "prepare" your meals is a bit of a misnomer as you are not doing any chopping, grating, squeezing, etc. You are simply compiling ingredients.

You choose 12 entrees for \$184, not including side dishes. Each menu item comes with a brief description to help you decide. You can choose one or two of each item, which serves six people. You are getting 24 meals for 3 people for \$184. Dinner's Done's Web site is www.dinnerdone.com.

Having participated in both programs, I would say each has its benefits and deficits. Month of Meals is considerably more expensive and bills itself as gourmet. Dinner's Done is considerably less expensive, the meals are simpler, but there are no side dishes.

For other businesses similar to the ones mentioned above, try an Internet search by "meal preparation businesses in Washington State" and see what pops up. Maybe I will see you at the neighborhood kitchen!

Battle for Suffrage, 1848-1920

The ICSEW is proud to present the second of three articles in a series of articles on the woman suffrage movement in America. Look for the next installment of this article in the March/April edition of the InterAct.

Found at www.pbs.org

Through the 1890s, "scientific" reports were being released which showed that too much education could seriously hurt the female reproductive system. In 1905 former president Grover Cleveland wrote in the *Ladies Home Journal* that female voting would upset "a natural equilibrium so nicely adjusted to the attributes and limitations of both [men and women] that it cannot be disturbed without social confusion and peril."

In retaliation, women set out to show that rather than disrupt the social order, woman suffrage would instead maintain it. Bringing their "natural" roles as mothers and nurturers into the public arena, women would be able to impose a kind of "civic housekeeping" upon the competitive and corrupt (male) state.

The feminization of government would act as a means of reform and encourage a more nurturing role of the state toward its people. The general rise of social and political reform at the time furthered their cause.

Female suffragist Reverend Anna Garlin Spencer said in response to the new role of government, "the instant the State took upon itself any form of educative, charitable, or personally helpful work, it entered the area of distinctive feminine training and power, and therefore became in need of the service of woman."

Women like Spencer, representing the mainstream, moderate suffrage movement, were not arguing for a complete transformation of their role in society, but rather a conservative extension of it.

By 1890 with a significant pool of college-educated women and women's organizations behind it, the movement became much more respectable. This had much to do with the formation of the National American Woman

Suffrage Association (NAWSA) under the leadership of Carrie Chapman Catt.

In 1890 the organization combined with the rival American Woman Suffrage Association and gathered renewed force. Its platform took the moderate argument by declaring that women, being inherently different from men, would restore moral order and harmony if allowed to vote.

Yet NAWSA also upheld the racist ideologies of the day. Excluding black women from membership, it garnered significant support from southern women by asserting that the white woman's vote would maintain white supremacy in the South. In response, black women, such as Mary Church Terrell, formed their own organization to further suffrage in 1896, the National Association of Colored Women (NACW).

By the 1910s woman suffrage had become a mass movement. A parallel and much more radical movement was being carried out in Britain. Led by Emmaline Pankhurst, British suffragettes resorted to violence, riots, and arson to effect their aims. Their burning of buildings, blowing up of mailboxes, and hunger strikes gained critical publicity for the suffragists' cause.

American women such as Alice Paul and Lucy Burns trained under and participated in British suffrage demonstrations and returned to the United States to form the Congressional Union (CU) in 1914. The CU followed in the British tradition in its tactics.

It frequently picketed the White House and denounced Wilson and the Democratic party for its failure to enfranchise women. NAWSA on the other hand, wooed the administration by remaining respectable at all times and showing a feverish patriotism during the war. While being often at odds, the two organizations actually complemented one another. The CU, with its outlandish demonstrations, gained significant publicity for the movement while it cast NAWSA in a more respectable light.

Online Women's Health Statistics

The Office on Women's Health and the National Women's Health Information Center (NWHIC) is proud to announce the launch of our new and comprehensive National Women's Health Indicators Database (NWHID). This is a FREE online tool, which can be accessed at www.4woman.gov/statedata or through the NWHIC Web site at www.4woman.gov.

NWHID contains extensive national health data, which compiles valuable health statistics and information from the present and backdated information to the year 2000. This database will be updated on an annual basis in order to keep up with current trends and health facts, and has been developed as a free tool for your use. This new online tool can benefit health professionals, researchers, members of the press, consumers, and more--anyone looking for current and reliable health statistics on a national, regional, state, and county level.

Through this database you have immediate access to the following breakdown of statistics on a national,

regional, state, and county level:

- Demographics.
- Mortality.
- Access to Care.
- Infections and Chronic Disease.
- Reproductive Health.
- Maternal Health.
- Mental Health.
- Prevention.
- Violence and Abuse.

Access is free, and users can make their own tables and graphs out of any data in the database. Age adjusted data and 3-year averages are included for many of the health indicators.

Questions about the new database?

For general comments and more information about the project, please contact:

Suzanne Haynes, PhD
shaynes@osophs.dhhs.gov


Laurie Konsella, MPA,
lkonsella@osophs.dhhs.gov

--Submitted by Eva Coblenz,
Department of Financial Institutions

The InterAct is published by the Communications Subcommittee of the Interagency Committee of State Employed Women (ICSEW). Photocopying, distributing, or posting of this publication is strongly encouraged. This publication is available in alternate formats. Views stated in re-printed articles are informational and do not necessarily reflect the views of the ICSEW. All persons interested in submitting articles or ideas for this publication should contact their agency's ICSEW representative or:

Lonnie Peterson
Department of Health
PO Box 47830
Olympia, WA 98504-7830

phone: (360) 236-3928
email: lonnie.peterson@doh.wa.gov

 Printed on recycled paper.